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8 December 1976

STATINTL MEMORANDUM FOR: [REDACTED]
Assistant to the Deputy Director of
Central Intelligence

FROM : Charles A. Bohrer, M. D.
Director of Medical Services

VIA : John F. Blake
Deputy Director for Administration

SUBJECT : Commentary on Reference

STATINTL REFERENCE : Memorandum from [REDACTED] to General Counsel,
dtd 30 Nov 76, Subj: Use of Professional
Aptitude Test Battery (PATB) (w/att of
Memo fr [REDACTED] to DDCI, dtd 24
Nov 76, subject as above) (ER 76-4052/1
and ER 76-4052/2) STAT

1. The review by the DCI EEO Advisory Panel on the administration of the Professional Aptitude Test Battery (PATB) is timely and welcomed by this office. Historically, Part I of the PATB has served as a screening procedure as a part of pre-employment applicant processing. Completion of Part II of the PATB (at headquarters) is designed to provide a more detailed picture of Agency applicant potential and has proved to be a valuable tool for the selection and placement of Agency applicants. It is my judgment that the PATB should continue to be used as a tool for the selection and placement of the most qualified individuals in the future.

2. The Chief of the Psychological Services Staff has provided his comments on the EEO Report which I fully endorse and have attached for your information.

3. Particular attention should be addressed to the observations by the EEO Panel which state, "it has come to the

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STAT attention that inordinate emphasis has been placed on the predictive qualities of the PATB, and little, if any, emphasis has been placed on using the PATB as a placement tool." I have discussed this observation informally with [redacted] who assures me there are a number of instances where PATB has been used or abused in this way. It is critically important, therefore, that these cases be reviewed by my staff and others as appropriate to determine whether the PATB reports provided to the managers would lead to unilateral rejection of an applicant or whether managers are misusing or misunderstanding the purpose of the PATB in rejecting applicants. Toward this end, I suggest that my staff be afforded an opportunity to review the EEO Panel's data. The results of such a review could materially affect the guidance which the DDCI may wish to give to Agency managers regarding the use of the PATB.

[redacted] STATINTL

Charles A. Bohrer, M. D.

APPROVED:

John F. Blake
Deputy Director
for
Administration

Date

Attachment

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Next 1 Page(s) In Document Exempt

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